



Commission & Council Quarterly Report

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Administrative Report

Second Quarter January 1, 2015 – March 31, 2015

EXECUTIVE DIRECTOR'S REPORT

The first three months of 2015 have proven to be incredibly busy! The large projects that the Executive Director and the Executive Team have been heavily involved with include: preparing for the AIDD Program Review, P&O development, partnership building, establishing a communication team, and working with NDRN on issues regarding the Annual Conference in Indy in June. Below is a summary of each of these projects and the current status of each.

AIDD Program Review

The focus for this quarter has been largely on preparing for the upcoming AIDD Program Review of the PADD Program. In preparation for the on-site visit we have worked on the following:

- Submitted a completed 34-page P&A Tier 3 Review Tool with 39 attachments as supporting documentation. This written response answered questions regarding how IPAS handles:
 - Individual Legal Advocacy
 - Case Review
 - Systems Advocacy
 - Access, Presence, Outreach and Training
 - Information, Referral, and Intake
 - Investigations of Alleged Abuse and Neglect
 - Authority to Sue
 - Monitoring
 - P & A Independence
- Prepared and presented a webinar on the State of the State for People with Disabilities in Indiana
- Scheduled several interviews for the Program Review Team
- Pulled 63 cases for potential review

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P & O Development

The Executive Director attended the NDRN CEO Conference in Washington D.C. in February. Attendees learned at this meeting that a new Statement of Priorities and Goals document had been established and would roll out for FY 16. In addition, the Annual Reporting process will change with a new reporting structure for Indiana to follow at the close of FY 16. A draft of the documents was provided to attendees at the meeting and it quickly became clear that a restructuring of how IPAS reports this information was needed.

The Executive Team reviewed the new requirements and, with a mind toward creating an improved reporting system that incorporated the necessary changes, have submitted a proposed draft of P&Os for Commission consideration. The format proposed encompasses the agency goals and establishes the priority areas under each goal. Strategies and potential activities have been included for information purposes and are not intended to be part of the official document that the Commission will vote on at its next public meeting.

Building Partnerships

With new leadership it is always important to establish strong partnerships from the start. During this quarter the Executive Director has had several positive meetings with partners and plans to further cultivate these relationships in the future. Some of the activities in which the Executive Director has been involved in with partners includes:

- Partnership with ISDH, DDRS and Ombudsman on the transition of North Willow from an ICF-IID to a nursing facility
- Attended an invitation only event titled *Changing Our Culture* – invited by The ARC of Indiana and DDRS
- Meeting with Self Advocates of Indiana President and Vice-President
 - Was invited to speak at the SAI Board meeting in March
- Meeting with the Governors' Council President and Director of the IN Institute on Disability and Community (IIDC) to establish our partnership as intended under the DD Act
- Participated in a conference call with The ARC of Indiana on Supported Decision Making as a proposed method to support the transition of clients at North Willow
- Attended an INData event and established a relationship with the Director of Assistive Technology
- Attended the NAMI Criminal Justice Institute and connected with the Criminal Justice Director

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- Invited to and attended the Central Indiana Clubhouse open house event
- Participated as a member of the Governors' Council for People with Disabilities at the quarterly meeting
- Meeting with the Superintendent/CEO and the CFO/COO of the Indiana School for the Deaf to establish a potential partnership for development of materials in American Sign Language

Building a Communication Team

With the approval of the IPAS Commission to create an executive level Director of Communication, IPAS was able to bring on a highly qualified candidate as the first Director of Communication. In addition, the Executive Director was able to negotiate the transfer of a Communication Specialist from IOT. In addition, over 20 interviews were conducted to fill two communication internships. Applicants for the internships are currently going through background checks. Those positions will start on May 11 and will provide services to IPAS for at least 12 weeks.

NDRN Annual Conference

NDRN is coming to Indianapolis for the first time and we are very excited to have visitors from all over the country visit our state and the city. The event planner visited Indy in March and invited the Executive Director to provide input into the planning of the event. The Communication Specialist will have an opportunity to shadow the event planner at this event and learn the art of putting on a conference with a goal for inclusion of all people with disabilities. This is a tremendous opportunity for IPAS to add a valuable skill set to its roster.

Unfortunately, with the backlash over the RFRA legislation that occurred later that same month, NDRN experienced an outcry of potential conference participants who indicated their refusal to come to Indianapolis in June. The Executive Director has been working with NDRN to finesse the message and encourage attendance. It has also been reported back that the Mayor of Indianapolis reached out to the Executive Director of NDRN to assure the organization and its members that everyone would be welcome in the city.

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Staffing Updates

- Communication Specialist – Michelle Wickham started on March 9
- Director of Communication – Jessica Trimble started on April 6

Upcoming Retirements

Candace Fegley and Bonnie Van De Grift have both announced they will be retiring from IPAS at the end of May. Candace and Bonnie have contributed greatly to the mission of IPAS and though we are sad to see them go, we congratulate them on their retirement!

Vacancies

We are currently interviewing applicants for the Advocacy Specialist position in the Northwest section of Indiana and will soon be posting another Advocacy Specialist position that was recently vacated.

Staff Recognition

The Super Star Award is a monthly award for IPAS employees that includes recognition at a staff meeting, a certificate, lunch or small gift from the Executive Director, and a spot bonus. Managers and other staff may nominate someone who they believe has gone above and beyond in their job.

January Award Winner – Doris Thompson-Wilson, Accountant

February Award Winner – Allyson Hammonds

March Award Winners – Natasha Henry and Margo “Nicky” Martin

Update on Golden Living - North Willow

On January 8, the Executive Director attended a meeting with representatives of FSSA, ISDH, The ARC of Indiana, and an executive from Golden Living. It was reported that Golden Living would be transitioning the North Willow facility from an Intermediate Care Facility for persons with Intellectual Disability (ICF/ID) to a skilled nursing facility. This is the final large ICF/ID in Indiana necessitating relocation of residents to different facilities.

With a census of 121 clients with developmental disabilities, IPAS staff immediately went to work planning a strategy for reaching the clients and guardians. Three advocates, a staff attorney, and the Director of Legal & Advocacy spent 10 hours at the facility on the day of the announcement and met their goal of specifically targeting meetings with clients that did not have guardians. IPAS is currently representing 62

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North Willow residents with advocacy efforts. This is an excellent example of collaboration and of staff being proactive in reaching our target population. Over the past several weeks, IPAS advocates have provided needed support in ensuring rights are protected and that clients are transitioned to an appropriate alternative living arrangement of their choice. It is anticipated that all clients will be moved into their new homes by the first week of May.

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LEGAL DIRECTOR'S REPORT

Second Quarter – January 1, 2015 – March 31, 2015

Last quarter, IPAS's Executive Director introduced the agency's core values:

- *Respect*: service delivery in a manner that demonstrates respect for individual dignity, personal preferences, and cultural differences.
- *Impact*: work that brings positive change that is noticed, by both the individual and the community as a whole.
- *Collaboration*: maximum impact is achieved within a team culture, working beside clients, colleagues, and community partners.
- *Efficiency*: operating with a mind toward fiscal responsibility in order to obtain maximum impact from resources.

These core values drive the work that we do. The following is a brief sample of efforts done by Legal & Advocacy Services this past quarter that reflects those values.

Impact & Collaboration: Partnerships and Community Engagement

Continuing with the connection that began last quarter, the Legal Director continues to foster a collaborative relationship with Indiana Legal Services. The Legal Director met several times with many ILS attorneys to learn more about the cases they do and to start a bilateral referral process. ILS has already started referring cases to IPAS and is actively seeking IPAS out for assistance in more systemic issues. In mid-April, the Legal Director is giving a presentation to the ILS attorneys across the state about IPAS and the services we provide.

On a local level, IPAS began partnering with the National Multiple Sclerosis Society Indiana State Chapter to address concerns their membership finds with physical accessibility in the community. This new project and new partnership will likely result in much systemic change to physical accessibility across the state.

On a national level, the IPAS Executive Director and Legal Director attended the 2015 Jacobus tenBroek Disability Law Symposium in Baltimore. The conference provided both networking and collaboration opportunities and gave us insight into what other disability advocates are doing around the country both in and outside of the P&A network. To demonstrate IPAS's rejuvenated effort to collaborate on a national level, IPAS was asked to partner with the P&A from Maine and a disability rights attorney from Colorado on individual advocacy cases.

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Respect & Efficiency: Policies & Procedures

Keeping with the change in structure to Legal & Advocacy Services that was presented last quarter, the Legal Director began reviewing and revising internal policies and procedures to better enable IPAS to meet its core values.

The first area addressed was in the provision of Information & Referral and Intake services. The Legal Director met with staff at all levels involved in the intake process and together, identified areas for improvement. The intake process has now been clarified and streamlined.

Over the coming months, IPAS Management will continue its comprehensive review of internal policies and procedures to ensure that services are being efficiently delivered and that our processes reflect our mission and values.

Individual Advocacy Highlight

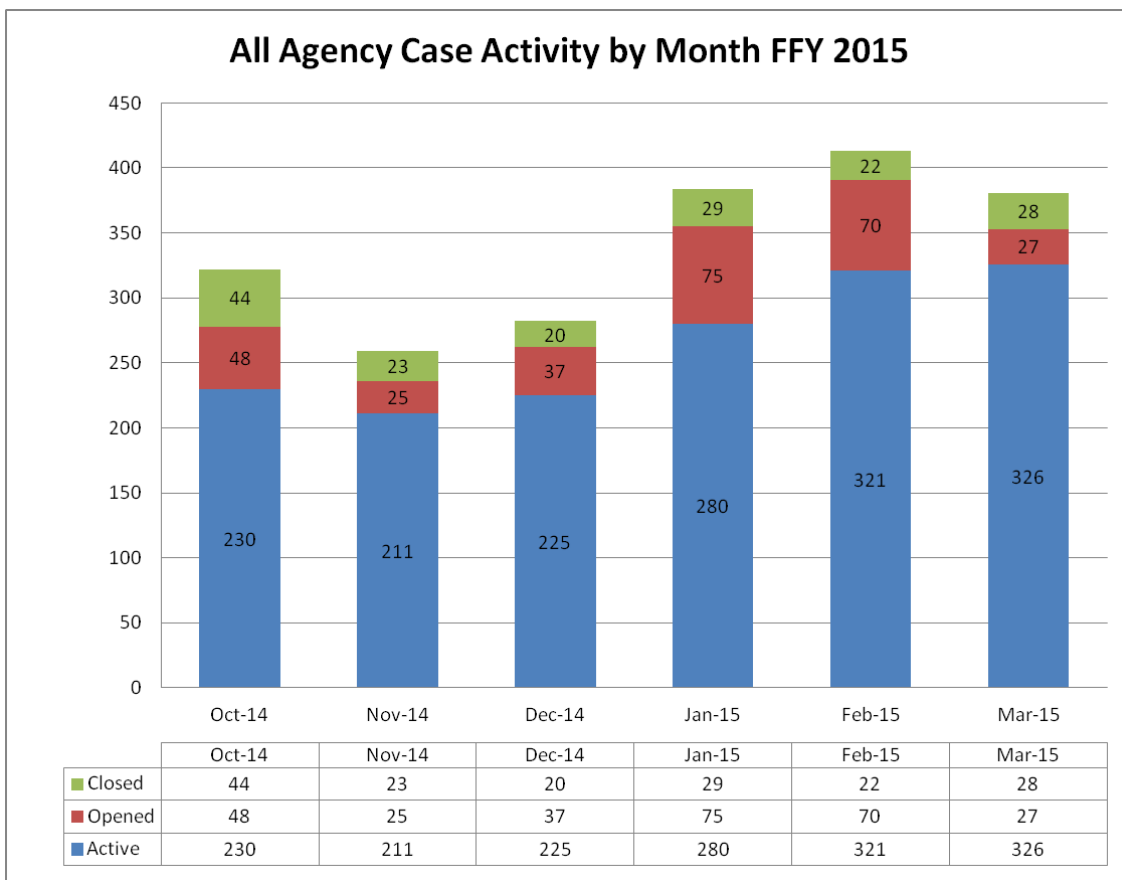
IPAS represented a client in addressing an allegation of fair housing discrimination by an Indianapolis apartment complex. The client, a recipient of Supplemental Security Income, applied for a Section 8 housing unit at the complex. The complex would not consider her SSI as income since the checks were made out to the client's representative payee. Since this income was not counted, the complex determined that the client could not afford the unit and denied her housing. An IPAS attorney contacted the complex's ownership and negotiated a settlement. The complex agreed to pay the client compensatory damages, pay IPAS attorney's fees, and agreed to make revisions to its lease agreement. The IPAS attorney also negotiated a change to the complex's documents related to service animals, even though it was not an issue in the initial case. The complex also agreed to provide fair housing training for all employees responsible for making decisions within 90 days of settlement.

Litigation & Special Projects Highlight

IPAS continues its effort to end sheltered work in Indiana. To that end, Emily Munson, IPAS's newest attorney, along with Cathy Wingard (Advocate Supervisor) and Bonnie Bomer (Advocate), have reviewed data IPAS received as part of several Freedom of Information Act (FOIA) requests to the Department of Labor as well as survey responses from the organizations themselves. With FOIA requests still outstanding, IPAS has compiled data on approximately 2500 sheltered workshop employees, with more to come. IPAS is also partnering with the Self-Advocates of Indiana to have their members complete a survey about their experiences with sheltered work and community employment opportunities.

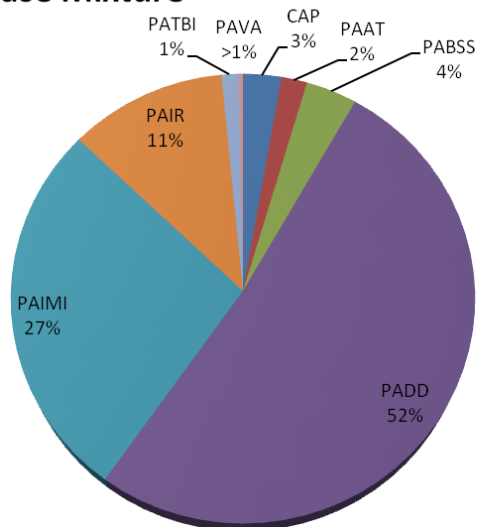
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PROGRAM DATA (Agency Wide)

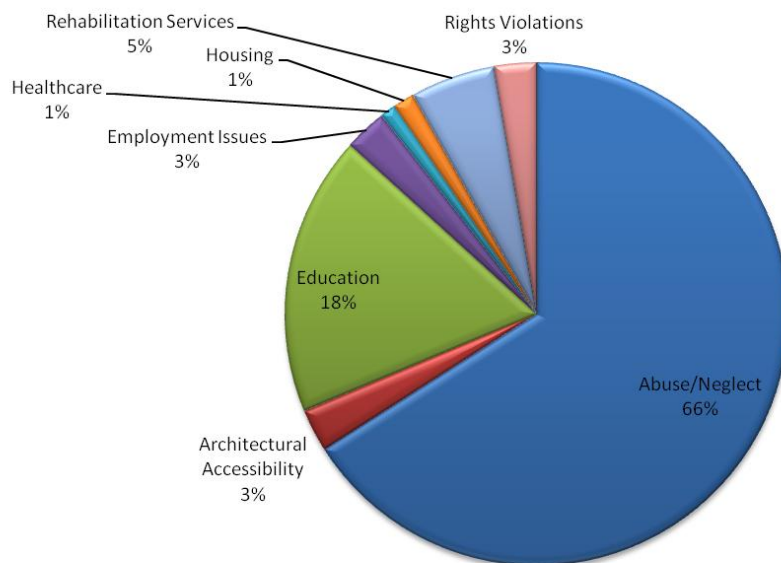


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March 2015 Active Case Mixture



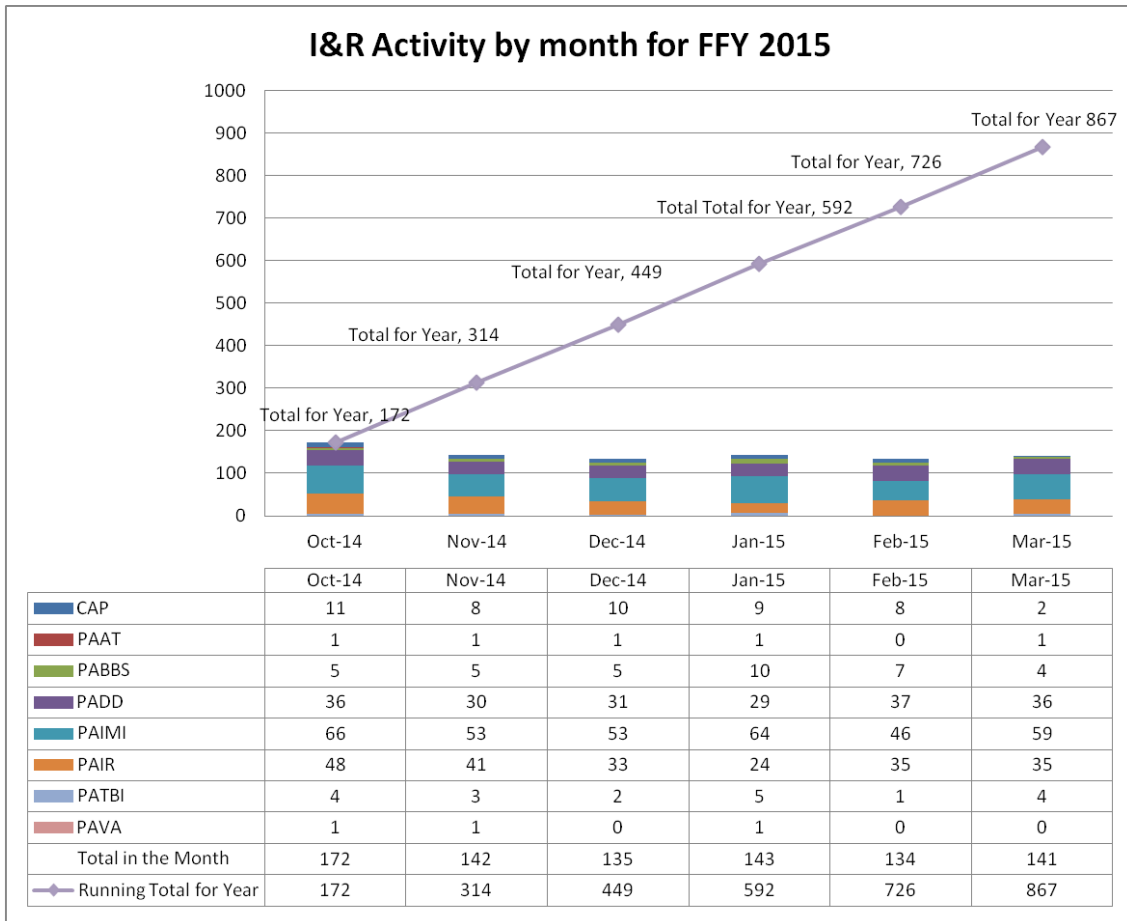
Problem Area of Active Cases on March 31, 2105



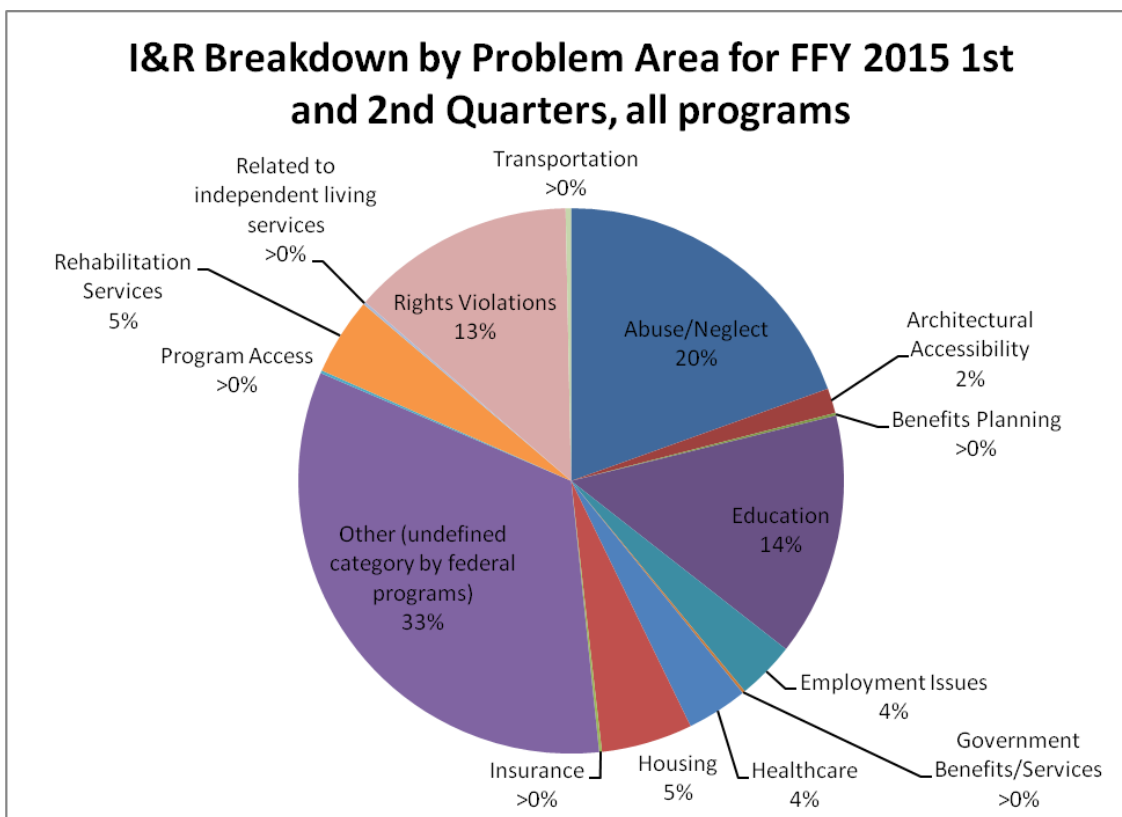
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Active Cases by Objective by Month FFY 2015	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15
CAP 101 VRS/CIL Eligibility	0	0	0	0	1	2
CAP 201 VRS/CIL Client Choice	6	5	7	9	8	7
CAP 202 IPE for VRS	0	0	0	1	1	0
PAAT 101 PAAT Cases	3	4	4	5	6	6
PABSS 101 Provider was improper/inadequate	12	9	8	11	12	12
PADD 106 Abuse-Neglect	33	30	27	43	45	47
PADD 201 Sp. Ed. Expulsion-Suspension	0	0	0	0	0	1
PADD 203 ADA/Fair Housing	6	6	7	7	5	5
PADD 204 Waiver Reductions Health/Safety	3	1	1	1	1	1
PADD 205 Medicaid waiver eligibility	1	1	1	1	1	1
PADD 206 Systemic Case(s)	0	0	0	22	69	72
PADD 208 School Restraint/Seclusion	0	0	0	1	1	1
PADD 209 Special Education	22	21	24	29	31	35
PADD 210 Rights Violations	5	6	6	6	6	5
PAIMI 101 A/N SOF	19	12	14	18	15	17
PAIMI 102 A/N CMHC Residential	6	5	7	8	8	7
PAIMI 103 Death MI setting	3	3	2	2	2	2
PAIMI 104 Restraint/Seclusion MI setting	8	8	8	8	10	9
PAIMI 106 A/N Prison-Closed	28	27	27	27	26	26
PAIMI 107 A/N Jail	0	0	0	0	0	0
PAIMI 108 A/N PRTF	2	2	2	2	1	2
PAIMI 202 Rights Violations PWD in Community	5	6	7	8	9	11
PAIMI 205 SOF Rights Violations	15	11	10	12	8	6
PAIMI 206 Restraint/Seclusion School	0	0	0	0	0	0
PAIMI 209 Special Education	5	7	10	10	9	9
PAIR 101 Abuse\Neglect	12	11	10	10	12	12
PAIR 201 ADA/Fair Housing	17	16	20	20	19	17
PAIR 203 Systemic Case(s)	1	1	1	1	0	0
PAIR 204 Special Education	14	15	18	14	10	8
PATBI 101 Abuse\Neglect	0	0	0	0	1	1
PATBI 201 ADA/Fair Housing	4	3	3	2	2	2
PATBI 202 Sp. Ed. Expulsion-Suspension	0	0	0	0	0	0
PATBI 203 VR Rehab Services	0	0	0	1	1	1
PATBI 204 Special Education	0	0	0	0	0	0
PAVA 502 Voting Cases	0	1	1	1	1	1
Grand Total	230	211	225	280	321	326

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PADD PROGRAM COORDINATOR

CATHY WINGARD

ADVOCATE SUPERVISOR
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ADVOCACY SPECIALIST

BONITA VAN DE GRIFT

ADVOCACY SPECIALIST

DANIEL WARD

ADVOCACY SPECIALIST

MICHELLE WIND

ADVOCACY SPECIALIST

TASC/NDRN
Commonly Used Acronyms

ACF -	Administration for Children and Families
AC -	Advisory Council
ADA-	Americans with Disabilities Act
ADD -	Administration on Development Disabilities
ATC -	Assistive Technology Center
ATTAC -	Advocacy Training and Technical Assistance Center
CMHS -	Center for Mental Health Services
CAP -	Client Assistance Program
CCD -	Consortium of Citizens with Disabilities
CMS -	Center for Medicare and Medicaid Services (formerly HCFA)
DAD -	Disability Advocacy Database
DDARS	Division of Aging and Rehabilitation Services
DD -	Developmental Disabilities
DD Act -	Developmental Disabilities Assistance and Bill of Rights Act
DDC -	Developmental Disabilities Council
DSA -	Designated State Agency
EEOC	Equal Employment Opportunity Commission
HAVA-	Help America Vote Act
HCFA -	Health Care Financing Administration
HRSA -	Health Resources and Services Administration
IDEA -	Individual with Disabilities Education Act
ILCs -	Independent Living Centers
I & R	Information & Referral
LD -	Learning Disability
MI -	Mental Illness
MR -	Mental Retardation
MTARS -	Monitoring and Technical Assistance Review System
NAPAS -	National Association of Protection & Advocacy Systems (Now NDRN)
NDRN-	National Disabilities Rights Network
NIDRR -	National Institute on Disability Rehabilitation Research
OMB -	Office of Management & Budget
OSERS -	Office of Special Education Rehabilitation Services
P&A -	Protection & Advocacy System
PAAT -	Protection & Advocacy for Obtaining Assistive Technology
PABSS -	Protection & Advocacy for Beneficiaries of Social Security
PADD -	Protection & Advocacy for Persons with Developmental Disabilities
PAIMI -	Protection & Advocacy for Individuals with Mental Illness
PAIR -	Protection & Advocacy for Individual Rights
PATBI -	Protection & Advocacy for Persons with Traumatic Brain Injury
PPR -	Program Performance Report
PR -	Public Relations
SAMHSA-	Substance Abuse and Mental Health Services Administration
SOP -	Statement of Objectives & Priorities
SSA -	Social Security Administration
RSA -	Rehabilitation Services Administration
Rehab Act -	Rehabilitation Act
TASC -	Training and Advocacy Support Center
TASR -	Technical Assistance Site Review (CMHS)
TBI -	Traumatic Brain Injury
Tech Act -	Technology-Related Assistance for Individuals with Disabilities Act
UAP -	University Affiliated Program
UCDD -	University Centers for Excellence in Development Disabilities

Education, Research and Service

The Following are more Acronyms commonly used at IPAS:

ACLU	American Civil Liberties Union
APS	Adult Protective Services
ARC	State and local organizations for developmental disability advocacy
ARTICLE 7	Special Education Regulations (INDIANA)
DCS	Department of Child Services
DDRS	Division of Disability and Rehabilitative Services
DMHA	Division of Mental Health and Addictions
DOC	Indiana Department of Corrections
DOE	Department of Education
EEOC	Equal Employment Opportunity Commission
IDEA	Individuals with Disabilities Education Act (Federal)
ICF	Intermediate Care Facility
ICLU	Indiana Civil Liberties Union
IPE	Individual plan for employment
Institute	The Indiana Institute on Disability and Community
IPIN	Indiana Parent Information Network based in Indianapolis
IN*SOURE	Indiana's Parent Training Information Project based in South Bend
IPE	Individual Plan for Employment a VR term
OCR	Office of Civil Rights
RULE 7	Part of Nursing Home Regulations (Indian) concerning the facility's requirements for programming for MR residents used in QMRP-D Training
USDOE	United States Department of Education
VR / Voc Rehab	Vocational Rehabilitation Services
504	Section 504 of the Rehabilitation Act of 1973-504

State Hospitals (SOFs):

LCH	Larue Carter Hospital
LSH	Logansport State Hospital
EPCC	Evansville Psychiatric Children's Center
ESH	Evansville State Hospital
MSH	Madison State Hospital
RSH	Richmond State Hospital